

EAST BAY LABOR JOURNAL

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Building Trades appeal to Legislature on UC raises

The Alameda County Building Trades Council this week voted to appeal to the Legislature for action for prevailing wages denied University of California employees under state fiscal "austerity."

Nearly 1,000 UC employees here, 500 of them building tradesmen, are covered by prevailing wage agreements but raises due this summer have not been paid.

After debate, the council approved a resolution from Electrical Workers Local 595 calling on the Legislature to refuse to approve UC appropriations unless they contained funds to

cover prevailing pay and fringe benefit contributions.

The resolution asks the California State Building Trades Council and California Labor Federation to act in support of UC employees' pay.

After a protest in July, the BTC was told late last month by Vice President for Administration Robert L. Johnson that "range increases cannot be provided . . . at this time because of the failure of the Legislature and the Governor to agree to appropriate funds . . ."

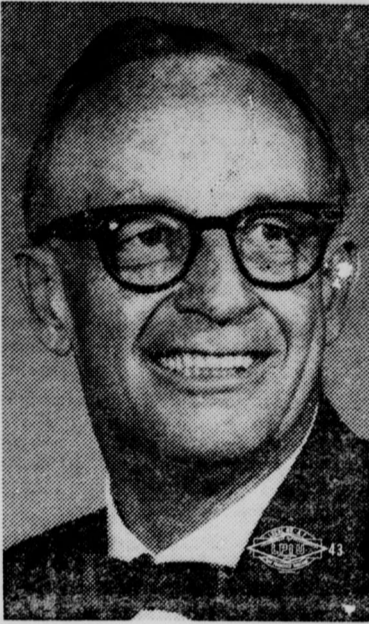
Business Representative Lamar Childers reported that the Oakland city council, while not upholding the BTC's protest on terms of this week's city employee representational election, had referred a proposed employee relations ordinance back to the city manager with instructions to work out acceptable terms with employee organizations.

The BTC had asked to be on the ballot in Unit C, in which United Public Employees Local 390 had been certified on a showing of a majority of employee signatures, and had asked that building inspectors be shifted to Unit B, made up of craftsmen.

The BTC contended that organizations had not been told that a majority of signatures would mean certification, noting that many employees had signed several petitions, and objected to failure to consult organizations prior to determination of unit makeup.

A total of 1,828 employees are involved but in three units organizations have been certified on basis of signature majorities. Besides the BTC and Local 390, the Oakland Municipal Civil Service Employees Association appears on contested ballots.

New BTC contracts reported this week are with American Diversified Construction Co., Bank Building Corp., Lloyd G. Moore Masonry, Pleasanton Development Co. and Valley Excavating.



LAMAR CHILDERS

Childers elected state federation vice president

Business Representative Lamar Childers of the Alameda County Building Trades Council was elected last week to succeed Paul L. Jones as a vice president of the California Labor Federation.

The Federation executive council also named Business Manager Leo L. Mitchell of Electrical Workers Local 1245 as vice president, succeeding the late Howard (Chick) Reed, who had headed the Contra Costa County Building Trades Council.

Childers represents District 10B and Mitchell is vice president from District 11. They will serve their predecessors' unexpired terms which run until the next Federation convention in Los Angeles next August.

Childers was recommended for the state post by the Building Trades and Central Labor Councils here when Jones resigned his positions as Federation vice president and BTC president. CLC

MORE on page 8

Welfare panel bans 'priorities'

The Alameda County Welfare Task Force Study Committee is due back before the board of supervisors next Tuesday but it won't list its priorities—because the number one priority in its 355-page report is management responsibility for the welfare mess.

The board, which set up the study group and commissioned the California Taxpayers Association to furnish research staff, took no action when the voluminous report was submitted to it September 21.

Instead it routinely accepted the report and asked the task force to remain in existence and return next Tuesday with a list of priorities.

Alameda County Central Labor Council Assistant Secretary Ed Collins, lone labor representative on the 20-member task force, told the Labor Council that the task force rejected the request for priorities because:

"The thrust of the report is the responsibility of welfare management.

"If the board won't tangle with that and decide who is going to be entrusted with management of welfare, we won't waste our time listing priorities.

"We won't play the numbers game with the board and let them take credit for acting on this one or that one of our 66 recommendations and fail to tackle the main event, which is management.

"We'll go back to the board and tell it if it's not willing to take on the management problem, we won't list any priorities or we could be back again in two years with the same problems."

Management failure is a constant theme, cropping up throughout the report's 10 separate sections.

Commenting on the welfare planning process, for instance, the report declares:

MORE on page 8

MANAGEMENT FAILURE is the key to the Alameda County Welfare Task Force Study Committee's 355-page report which comes before the board of supervisors next Tuesday. Excerpts from the study, page 5.

Portable pension plan for Carpenters is launched

The Carpenters' first portable pension plan providing expanded benefits for members in both the construction and industrial divisions of the union has been launched.

The new labor-management pension plan will enable members to move freely from area to area and from construction to industrial employers while retaining full pension rights, General President Maurice Hutcheson said.

The new plan will help stabilize the work force, said Hutcheson, and underscores the union's support of new technological developments.

Also announced was a union-sponsored program of reciprocal agreements covering the use of

Job saving trade bill in Congress

A bill to stop the flow of American industrial capital, technology and jobs to low-wage foreign nations has been introduced in both houses of Congress with the AFL-CIO's blessing.

Rather than high tariff isolation, the measure by two Democrats, Senator Vance Hartke of Indiana and Congressman James A. Burke of Massachusetts seeks to remove incentives—including favorable tax policies—for American business to compete with domestic industry by foreign production.

There's no argument between "free trade" and "isolationism" in an era when huge American corporations cross national boundaries and other nations increase non-tariff barriers to American imports, they said.

Communities from "Maine to Florida, from New York to California are economic disaster areas" as a result of such practices by international corporations, Burke declared.

The Burke-Hartke bill includes:

- Tax incentives that encourage establishment of production facilities abroad would be repealed.

Profits of foreign operations would be taxed on the same basis as domestic profits. Corporations could deduct foreign taxes from U.S. taxable income as a business expense. But they would not be able to subtract the full amount of their foreign taxes as a credit against their U.S. tax bill.

Also ended would be the foreign tax credit on payment of

MORE on page 8

Meany denies Nixon right to cancel pacts

AFL-CIO President George Meany took on the Nixon wage "freeze" headon this week, angrily telling a House Committee that its ban on pre-negotiated pay raises was singlehanded assumption of authority to nullify legal contracts.

He urged Congress to take from Nixon the economic "blank check" power it gave him under the Economic Stabilization Act of 1970 and reassert control over the economy.

"He has proved unworthy of that trust," Meany declared to the House Banking and Currency Committee, citing Nixon's "record of unkept promises, disastrous policies, sudden flipflops and utterly lopsided programs."

Just days earlier a federal judge in Washington moved for a court review of the constitutionality of the Economic Stabilization Act under which President Nixon has acted and of the "freeze" itself.

Nixon, meanwhile, left little doubt that his upcoming plan for an after-"freeze" economic control system would continue his 90-day order's pro-business slant by telling a press conference that any "freeze" on profits would be

"unfair" to successful business.

Workers, however, will have to put up with inequities resulting from their "frozen" wages, he said.

There were these other developments on the political-economic scene:

1. By 33 votes, the House defeated a resolution to disapprove Nixon's plan to delay federal pay raises by six months. The vote was 207 to 174 and the Nixon proposal will become effective unless a Senate vote scheduled later this week forbids it. Labor had assailed the measure as laying the burden of much of Nixon's planned tax gifts to big business on federal employees (See page 6).

2. The House Ways & Means Committee bought Nixon's tax gift for plant equipment but changed the figures. He had asked a 10 per cent credit this year and 5 per cent next year. The committee cut the amount to a flat 7 per cent—but with no expiration date—and recommended it to the House.

3. Even though Nixon administration spokesmen have steadfastly claimed that the people—including working people—are

strong for the Nixon "freeze," the U.S. Census Bureau began quietly taking a poll of 2,500 homes to find out if it's really true.

Meany, in his Banking Committee testimony, used his strongest words for Nixon's assertion that pre-negotiated raises can't be paid during his "freeze"—or be made retroactive to their agreed-on dates after the "freeze" ends November 13.

"What right has the President or anyone else to nullify a legal contract?" he demanded.

He urged Congress either to revoke the Presidential power in the Economic Stabilization Act, under which Nixon has ordered his order, or "spell it out" to eliminate inequities like those in the Nixon wage "freeze."

U.S. District Judge Aubrey E. Robinson earlier had indicated possible unconstitutionality of the law and Nixon's implementation of it by declaring that both raise "substantial constitutional questions."

A special three-judge federal court was to be empaneled to study whether the stabilization law properly delegates the broad powers it gives Nixon.

OFFICIAL NOTICES

Union meeting notices page 6, correspondents columns pages 4 and 5.

Some answers to phosphate puzzle

By SIDNEY MARGOLIUS
Labor Journal Consumer Expert

The government itself has now added to the confusion over conflicting claims for phosphate and non-phosphate detergents by urging families to return to phosphate detergents.

The claim is that the non-phosphate detergents are hazardous. Before that change in position, various government agencies were advising the public to avoid detergents containing phosphates because they contributed to pollution of lakes and streams.

In fact, a number of cities were planning or discussing complete bans on phosphate detergents, or to require labeling of phosphate content, especially those in the Lake Erie area of the Midwest, and in the Everglades area in Florida.

THE CONFLICTING claims of detergent manufacturers and now the government's reversal have created a dilemma for consumers. Most of the phosphate detergents are made by the very big manufacturers like Procter & Gamble, and there are billions of dollars at stake in selling whiter-than-white washday miracles at needlessly high prices to America's grime-fighting housewives.

There is so much confusion and even deception in the claims made for various types of detergents, and so much waste of money, that the least the government owes the public is to establish minimum safety stand-

ards, and to require that manufacturers label detergents with (1) the degree of pH (alkalinity) of their products to show the degree of hazard; (2) the phosphate content to indicate the pollution danger, and (3) the content in terms of number of washloads and not merely in ounces.

For the fact remains that in addition to the controversy over phosphate vs non-phosphate, the public is not even able to compare the cost of various detergents. The weight of a cup of detergent may range from 3 to 7 ounces in various brands.

The lightweight ones seem to give you a bigger box for your money but you then need to use more. In our own surveys we have found costs per washload of various brands ranging from as little as 4.6 cents to as much as 12 cents.

There are two main issues in the phosphate vs. nonphosphate controversy. The large manufacturers claim that the non-phosphate detergents do not wash as effectively and are more dangerous. The event that culminated in the government's recommendation to return to the phosphate type was the death of a 15-month-old girl from eating a non-phosphate detergent. Her mother had left the detergent in an open container (not even in the box) and the child was able to get at it.

BASED ON OUR own research on the issues, which has extended actually over many weeks, the

most impartial facts we can offer are these:

1. All detergents, phosphate as well as non-phosphate, are dangerous if ingested, and many also may irritate eyes.

Most detergents of either type have silicants which are the hazardous ingredients. But some non-phosphate detergents apparently have a higher proportion of silicants to aid in washing effectiveness. Other non-phosphate detergents are relatively safer.

The Food & Drug Administration thus has required detergents falling into various classes of hazard to carry different types of warnings, although not very prominently.

Those rated 1 are harmful if swallowed; those in group 2, also are eye irritants; those rated 3 can be injurious to eyes; group 4 can be injurious to skin too; 5 can cause burns to skin and eyes, as well as being harmful if swallowed.

While the FDA list has been criticized as obsolete because of changes in formulation, among those products that were rated 4 and 5 (the most hazardous) at the time of testing were B-70, Concern, Giant OW, Kleen, Sears, Fab, Logic, Ecolo-G, Balance and PFD. Fab contains phosphate. The others do not.

Interestingly, two of the non-phosphate detergents are the only ones on the list with a rating of 1 — the least harmful group.

These are M-W, Lo Suds and T-Rif. A number of others are in the medium-hazardous 2 and

3 group, including Arm and Hammer, Controll, Bio-D, Trend, Spring Clean, King Kullen (a private brand) and Amway. Ironically, the detergent that the baby ate was the relatively low-hazard Arm and Hammer with a 2 rating.

Thus, non-phosphate detergents range from relatively low to relatively high hazard. The most reasonable policy for the government would be to remove the more hazardous formulations from the market, of whichever type, and not discourage use of the less hazardous non-phosphate brands.

2. Are non-phosphate detergents as effective as phosphate? The most impartial answer we have been able to get from independent manufacturers and retailers who make and sell both, is that non-phosphate detergents do work as well on soft-water areas but not as well in very hard water. The phosphates soften water.

Consumer co-ops, who tend to pay extra attention to real consumer needs and ecology problems, have taken a middle road, offering in most areas both a low-phosphate and a non-phosphate detergent under their own brand names, according to Frank

Anastasio, executive director of Mid-Eastern Cooperatives.

WE ALSO NEED some truth in labeling. Some of the most popular detergents like Tide and Cheer are formulated to be very sudsy but are lighter in density than other brands and require 1 1/4 cups or more for a washload.

High suds are really a brain-washing device that do not aid in cleaning but actually choke washers (slow them down).

In some cases cheap ingredients are used to build up the apparent quality. One non-phosphate detergent actually had 40 per cent table salt when first introduced, and many brands have more salt than the 2 per cent or so needed to keep colors from running. Any more than that is just being used to fill up the box.

Industrial table salt costs 1.7 cents a pound compared to the 17 cents or more that you pay for detergent.

To conserve your own money as well as the environment, use only the minimum amount recommended by the manufacturer. You do not need the maximum suggested on the package, such as a full cup for a top-load washer, unless clothes are heavily soiled.

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The Consumer Docket

These are items from Consumers Union's docket of government action under consumer laws. Consumers Union notes that the regulatory actions reported here have been selected from many such. Consent orders and assurances of voluntary compliance of discontinuance obtained by regulatory and enforcement agencies directly or in court do not constitute a finding or an admission that the companies or individuals violated the law or that the allegations in the complaint are true. Readers can help to expand the state and local coverage by sending appropriate newspaper clippings, complete with the name and date of publication to The Docket, Consumers Union, Mount Vernon, N. Y. 10550.

IN MARCH, Consumer Reports detailed some charges of shoddy selling practices leveled against encyclopedia salesmen, including Encyclopaedia Britannica salesmen in Japan. We stated that for the past 10 years Encyclopaedia Britannica, Inc., had managed to keep its skirts clean in this country.

Two Britannica salesmen have since consented to a cease-and-desist order in Wisconsin Circuit Court enjoining them from using or making untrue, deceptive and misleading advertisements and statements.

The list of prohibited practices for the door-to-door salesmen has a familiar ring. Among other things, the salesmen were ordered not to tell prospective purchasers they are being given a special price when the figure cited as the regular price is fictitious.

They were ordered not to misrepresent that Encyclopaedia Britannica is a subsidiary of the University of Chicago and not to cover up or obscure pertinent parts of the sales contract—such as the right to cancel—by pasting stickers over those parts.

EMDEKO INTESNATIONAL and National Housewares, Inc., two related companies headquartered in Salt Lake City, agreed

not to use misleading promotional materials to sell Emdeko household appliances, books, tools, automobile stabilizers, and other products. The agreement was a result of a judgment obtained by the Sacramento County, California, district attorney.

The judgment followed charges describing a telephone sales scheme in which company personnel claimed they were filling out a questionnaire for purposes of market analysis.

According to the charges, the Emdeko salesmen said that if the questionnaire of the person being interviewed was chosen he would receive a "free selection of sample merchandise."

Some time later people with good credit ratings were allegedly informed that their questionnaire had been chosen.

They were then allegedly invited to come in and review the Emdeko sales program in return for which they would receive a free gift and qualify to enter a lucrative contest.

According to the official complaint, the only purpose of the meeting was to expose those persons to a three-to-four-hour "hard sell."

At the meeting prospective customers were allegedly given an opportunity to purchase for less than \$500 a group of products described by Emdeko as worth between \$1,000 and \$1,300.

According to the district attorney, the true value of the package was substantially less than \$500. An Emdeko movie camera, for example, said to be worth \$450, was actually worth between \$80 to \$120, the district attorney charged.

Emdeko waterless cookware priced at from \$300 to \$350 was said to be worth \$60.

The judgment further requires that the companies employ an independent testing agency to test the stabilizing capabilities of the Emdeko automobile stabilizer. National Housewares is already subject to a 1968 Federal Trade Commission consent order based on a similar set of charges.

Costs of being sick are going through the roof

Costs of the average union negotiated health and welfare plans in California shot up 50 per cent in two years, state surveys indicate.

These are a reflection of greater benefits and, primarily, skyrocketing increases in doctor's and hospital bills.

The magazine California Medicine reports that hospital costs have jumped 130 per cent in the last eight years while the Cost of Living Index of the U.S. Bureau of Labor Statistics was rising 28.3 per cent.

Surgeons' fees rose 49.7 per cent and fees for general medicine went up 44.8 per cent.

In a much briefer period, from 1968 to 1970, state surveys showed that monthly employer payments for health and welfare coverage climbed from \$30.65 to \$46.05.

In the Bay Area the increase was \$17.01 a month, compared to the statewide average increase of \$15.40.

The new state survey showed a variation in individual plans ranging from \$16.60 to \$86.67 a month.

While the costs surveyed covered a wide range of benefits, the major factor in the sharp jump was the rising cost of hospital and medical care. The Consumers Price Index showed an increase of 13.1 per cent in the Bay Area for these costs between March 1968 and September 1970.

The increase in employer health and welfare costs also reflect expanded coverage as the result of union negotiations.

Of the 1,530,127 workers covered by union contract involved in the survey, 98 per cent were covered by a health and welfare plan. In 88 per cent of the cases the employer paid the full cost.



Britannica -- most expensive anyway

The International Typographical Union, which recommends you not buy the Encyclopaedia Britannica because it is printed non-union, says a new book holds that Britannica is not the "best" reference source it is touted to be.

ITU quotes General Encyclopedias in Print 1971-72, published by R. R. Bowker Company of Ann Arbor, Michigan, that Britannica is the most expensive of the best known encyclopedias but is not particularly suited for youngsters.

"Americana and Colliers are graded just as high and sell at about \$125 and \$175 less..." the ITU Review reported, quoting the Bowker book.

Although Britannica and Junior Britannica are produced by the anti-union R. R. Donnelley and Kingsport Press, there have been Britannica group buying pitches to unionists, the AFL-CIO Union Label Department said. It advises unions to refuse.

Union WAGE to meet

Union Women's Alliance to Gain Equality will meet at 8 p.m., Thursday, October 21 at the San Francisco Savings & Loan building, Shattuck & University Avenues, Berkeley.

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Doctors told they need Health Security too

Both physicians and patients are victims of the "non-system" of delivering and financing health care, AFL-CIO President George Meany told a meeting of doctors.

Meany told the District of Columbia Medical Society:

"The medical care system is a confusing, inefficient, often inaccessible and always expensive piece rate, cost plus, unevenly distributed system.

"The patients pay for it in money and physicians pay for it in long hours."

The AFL-CIO president assured the doctors that the better way is the Health Security program introduced in Congress by Senator Edward M. Kennedy (D-Mass.) and Representative Martha W. Griffiths (D-Mich.).

"Organized labor is proud of America's medical achievements but it wants that standard of excellence to be available to all, at a cost that all can afford," he said.

That means, he said, that the patient should have the right to choose his own doctor and his own health care system and that the physician has the right to choose whether he wants to practice medicine alone or as part of a group.

Fragmentation of medical care, the involved form and record

keeping, the use of hospitals versus out-patient or office treatment and testing were reviewed by Meany in his talk to doctors.

"Health Security means 'you could practice medicine the way you've always wanted to,' he told the physicians. 'You could give the patient the care your best professional judgment tells you he needs—no more, no less.'"

Health Security would help eliminate the waste of duplicate and overlapping facilities and would help train more health manpower, he noted.

The "Medicredit" approach to health care advanced by the American Medical Association

Meany characterized as "a back-door approach when we should be going through the front door."

He termed the Nixon program the "fall back" position of the AMA, that also fails to meet the needs and is basically sickness insurance rather than health care. The AFL-CIO president summed up:

"The great debate over national health insurance has moved from union halls and meetings of social workers to meetings such as this one. That is good.

"It would be better if the debate now moved past invective, scare techniques and fear to an honest appraisal of all programs."

Committee OKs mail order fraud curb

Alameda County Assemblywoman March K. Fong's Assembly Bill 2316 to crack down on fraud in mail order selling, was favorably reported to the State Senate floor by the Business & Professions Committee. It has passed the Assembly 46-0.

Mrs. Fong told the committee that non-delivery of pre-paid mail order items is a leading consumer complaint filed with both the state and federal agencies.

Her measure allows companies which accept mail orders a maxi-

mum of six weeks in which to deliver merchandise.

It requires the seller to offer the buyer a refund, if requested, within one week after the six-week period. Mail order companies must give the buyer an option to return substitute merchandise within two weeks and get the original purchase price back.

Goods bought under an open-end credit plan and merchandise, such as magazines, produced in the future are exempted.



NATIONAL PRESS CLUB employees refused to accept a one-year pay freeze as price of a contract extension. Newsmen members of the club joined employees on the picket line. Left to right are Frank Swoboda of Business Week, William Eaton, a Pulitzer Prize winner from the Chicago News, Cabell Phillips of the New York Times and John Herling, a labor columnist.

Nixon tax gifts seen building dividends, not employment

The tax giveaway proposals in the Nixon economic plan are nothing but a "raid on the public sector," benefitting dividends and corporations' retained earnings instead of producing jobs, an AFL-CIO tax expert declared.

Arnold Cantor, an AFL-CIO Research Department economist, told the Labor News Conference radio audience that more than one-quarter of American plant capacity is now idle.

"Thus, there's little chance that industry, faced with lagging consumer demand and all this excess capacity, is going to jump in because of a couple of tax breaks and start hiring people," he said.

He cited a Commerce Department survey that shows almost half of U.S. plants and machinery are less than five years old, which cuts the probability of any extensive renewal and replacement.

Cantor renewed organized labor's call for an excess profits tax to "offset the business bias in the President's package." The excess profits tax used during the Korean War could well serve as a model, he said.

President Nixon has put a lid on workers' income through his wage freeze but has left business profits free to rise without restraint, Cantor said.

He called such one-sided action "grossly inequitable." It will not solve the nation's economic

crisis he said, since the funds taken from wage earners largely go to greater corporate profits, with little ever reaching the economic mainstream.

Cantor said that such distinguished economists as Lawrence R. Klein and Vigaya G. Duggal of the University of Pennsylvania's Wharton School recommend "a profits tax formula which would assure that after-tax profits are no greater than they would have been in the absence of wage restraints."

State pay vote approved by CLC

Union of State Employees Local 411's initiative campaign for a Stable Government Act to take state salary setting out of the governor's hands got endorsement of the Alameda County Central Labor Council.

The state employees, denied pay raises by Governor Reagan's "austerity," want to place a constitutional amendment on the ballot to require the Personnel Board to set pay at or below the prevailing wage.

Unless two-thirds of both houses of the Legislature disapprove the wage findings they would be effective July 1 of each year.

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Last week we put a series of questions and answers pertaining to the Pension Plan in the column. Lack of space prevented the inclusion of the complete series. Following is the remainder of the questions and answers. We will comment on this series in later articles.

QUESTIONS AND ANSWERS
13-29

13. How long will my pension be paid to me?

You will receive your pension payments as long as you live and remain retired, provided the Plan is maintained.

14. After I retire, must I do anything to continue my eligibility?

Yes. Each year between January 1st and March 31st you must send to the Office of the Pension Fund a statement of the address to which pension checks are to be sent. The statement must bear your signature with an acknowledgment of the signature by a Notary Public or equivalent, or before a Business Representative of the Union or the Administrator of the Fund who will sign the statement as witness.

15. Will I receive my pension benefit if I work after my retirement date?

You cannot work in the Sheet Metal trade or any other building craft trade and receive a pension benefit. Retirement benefits will stop during the period of such work and for six months thereafter. However, in the event of an emergency in the industry, the Trustees may waive the six months penalty.

16. At retirement must I report my pension benefits for income tax purposes?

Yes. As the law now reads, your pension from this Plan must be reported in the amount received during any one year.

17. Will my pension affect my Social Security?

No. Your monthly pension from this Plan is separate and does not affect your Social Security benefits.

18. May I borrow from the Pension Fund?

No. There is no provision for borrowing.

19. What does "Credited Service" mean?

"Credited Service" means the amount of time you have worked in the trade which will determine when you will be eligible for your benefits and the amount of your benefits.

20. How do I determine the amount of my "Credited Service"?

Service time is divided between work done prior to January 1, 1958, which is called Past Service, and work done after January 1, 1958, which is Future Service.

A. For Past Service Credit:

To be eligible for Past Service Credit you must have had at least 160 hours of work reported for you during the period of January 1, 1958, through September 30, 1958.

Subject to the foregoing, you will receive credit for work done prior to January 1, 1958, on the basis of one year for each consecutive calendar year (or fraction thereof), counting backward from December 31, 1957, that you worked or were available for work under the jurisdiction of the Bargaining Agreement. Special consideration will be given if you were disabled or in the military service.

B. For Future Service Credit:

Future Service Credit will be awarded at the end of each calendar year based on the number of hours you worked during that year.

The following schedule shows you the amount of credit given for various hours of work:

Hours Work in Calendar Year	Pension Credit Future Service
1551 hours or more	1 year
1451 to 1550 hours	15/16 year
1351 to 1450 hours	14/16 year
1251 to 1350 hours	13/16 year
1151 to 1250 hours	12/16 year
1051 to 1150 hours	11/16 year
951 to 1050 hours	10/16 year

851 to 950 hours	9/16 year
751 to 850 hours	8/16 year
651 to 750 hours	7/16 year
551 to 650 hours	6/16 year
451 to 550 hours	5/16 year
450 or less hours	No Credit

Any odd fraction in the annual total of hours will be disregarded.

21. Can I lose my credited service?

After January 1, 1958, if you fail to work at least 451 hours per year in any two consecutive calendar years, you will lose credit for all Past Service or Future Service prior to that time.

However, there are the following exceptions to this rule:

A. For each five years of credited service you will be given one year of grace in addition to the years mentioned above, during which you can work less than 451 hours in a year without penalty.

For example, a member with 15 years of credited service has 3 years of grace and then must return and work 451 hours within one of the two following calendar years, in order not to lose previous service credit.

Once you have used your grace years to avoid losing previous work credit, the years used will not again be available in the event of future failure to work the required 451 hours in a given year.

B. You can ask the Trustees to excuse the requirement that you work at least 451 hours per year if your failure to work 451 hours resulted from time spent in military service, illness or disability, or failure to find employment.

C. Where you have a fully "Vested Interest." See Question 20.

22. What if I change employer? As long as your new employer is a contributor to the Pension Plan, you will continue to accumulate pension credit.

23. When, if ever, do I have a pension which I cannot lose (i.e., when do I have a fully vested interest?)

As long as the contributions in the Retirement Fund are sufficient and the Plan is maintained, you have a pension which cannot be lost when you meet any of three requirements:

A. You have a total of 20 years credited service, five of which are credited Future Service.

B. You have attained age 50 and have 10 years of credited service of which five are credited Future Service.

C. You have attained age 60 and have 10 years of credited service, either Past or Future.

D. You have a total of 10 years of credited future service regardless of age.

Once any of these requirements have been met, your pension at retirement cannot be lost because of absence of subsequent work in the industry.

24. What about my time in the military service?

If your period of service was prior to January 1, 1958, and before your entry into the service you were a member of a bargaining unit now participating in this Plan, your military service time, up to a maximum of six years, will count as "credited service" for the purpose of computing your pension.

If you entered the service after January 1, 1958, your service time will not count as "credited service" nor will your Retirement Pension be increased as a result of time spent in the military service. However, that time away from the trade will not subject you to loss of any previous pension credit earned, provided you return to the industry within 90 days of your discharge.

25. How is my credited service affected by disability?

A. For Past Service Credit: If you were disabled prior to January 1, 1958, and were unable to work during any year, you will not be credited as employed during any year of disability.

B. For Future Service Credit: If it is determined that your failure to work the required 451 hours in a year was due to disability, or were retired or vested, and had at least \$400 of contributions credited to you, 80 per cent of all contributions would be the lump sum death benefit payable, after deduction of any retirement pension collected to the date of death. However, in no event can the death benefit exceed \$5,000.

27. Who gets the death benefit?

The beneficiary you designate on a written form filed with the Trustees. You may name any person of your choice, or your own estate, to receive the death benefit.

In the absence of such written form, or where the person named has predeceased you, the death benefit will be paid to your estate or to surviving relatives.

28. Is the Plan guaranteed?

The Trustees fully expect that the contributions being made to the Retirement Fund will be sufficient to provide every employee with his proper benefit. However, benefits are not guaranteed except to the extent that all monies in the Fund must be used exclusively for the benefit of the participating members.

29. What is the future of the Plan?

It is expected that the Plan will continue indefinitely unless some unforeseen development should arise in the future. If the Plan should be terminated, all contributions in the Retirement Fund must be used for the exclusive benefit of covered members and pensions would be provided in the following order:

A. to those members already retired under the Plan.

B. to those qualified members age 65 or over on the date of discontinuance.

C. to those qualified members under 65 at the time of discontinuance, when they reach age 65. Pensions for these members shall be paid in the order in which they attain age 65.

Please keep the Pension Office informed of any change in your address. Also, any change in your beneficiary should be made by filling out a new record card which can be provided by the Plan Office.

Regular membership meetings are held on the third Wednesday of each month, Labor Temple, 2315 Valdez Street, Oakland, California. Members of the Tri-State Death Benefit Fund Death Assessment 710 is now due and payable.

Chips and Chatter

BY GUNNAR (BENNY) BENONYS

Happy days at the Roger and Kathy Anderson home. Michelle Katerina arrived September 15, 1971 at 3:55 a.m. She weighed in at 7 pounds, 11 ounces and 20 1/2 inches long. Proud grandparents celebrating their 14th grandchild are Brother Eugene and Etta Anderson, Local 36.

Brother C. F. and Edith Boam just returned from a two-month round robin bus trip through many states and Canada.

Business Representatives change areas effective the first of October. Central area representative now is William F. Marshall, East area is handled by Al Thoman and Berkeley area by Gunnar Benonys. Representatives rotate areas each three months.

Li'll GeeGee, our office vamp says, "You know why hurricanes are named after women? Cause nobody has ever heard of his-canes!"

We are still seeing lots of smiling faces out there in "stud land" and "concrete canyon" as the retroactive pay checks continue to roll into the hands of the Brothers. After all an increase of 62 cents per hour adds up pretty fast. An additional \$22.32 per week!

Have had several questions as to "When do the dues go up?" This is a matter that will come up in the District Council shortly.

An interesting item from Aus-

tralia. An employees association is demanding a 25 per cent increase for shift work because it interferes with the normal sex life of the employee!

"Enormous strain is placed on marital and general family relations by someone working irregularly, such year or years will be eliminated from the count of consecutive years of work of less than 451 hours. (See question 21).

26. Is there any death benefit?

Yes. If at the time of death you were active in covered employment hours," a union spokesman said.

"Shift work drastically limits their opportunities to mingle with members of the opposite sex." How about that, girls, is it so?

Uncle Benny's wife told him she'd like to hear the patter of little feet around the house—so he bought her a hamster!

Cousin Al, "You are asking high pay for a man with no experience." Apprentice, "Well, the work is much harder when you don't know much about it!"

Haven't heard much griping lately. How come? Must be that the bounties and benefits of your union look good to you! How about the business of helping to operate it? Try attending a meeting now and then just to let the Representatives know you do care. When a meeting is going to take care of a special item of YOUR business, it is always noted in this column and in the Official Union Notices. Do you read them?

You're always welcome to take part in the meeting. Come on down and give us a hand from time to time.

Brothers, if you are working for a contractor who has not started paying you the new scale of \$7.50 per hour or who has not paid you your retroactive pay, please call YOUR Business Representative, give him the full name of the contractor, exact location of the job, and if you have it, the job site telephone number. We don't want to let too much time elapse. Don't wait till the job is done! He may be an out-of-town contractor and hard to contact.

Help us to help you quickly and efficiently. OK? OK!

See you at YOUR next UNION meeting. Brothers?

And remember, Drive safety—and avoid the mourning after.

Elsewhere in this edition is a story on the announcement of the first portable pension plan for Carpenters.

Watchmakers 101

BY GEORGE F. ALLEN

ATTENTION ALL MEMBERS:

Our present union agreement provided that on January 1, 1971, we could determine what, if any, change should be made in eight agreed upon paid holidays which are a part of our union agreement.

We did make a change and eliminated the "Floating Holiday" and agreed upon Columbus Day to be our eighth paid holiday under the terms of the union agreement. This change was made to coincide with the new Federal and State Holidays effective in 1971, which in 1971, will fall on the second Monday in October—October 11.

Remember the date—Columbus Day—October 11, 1971 is a paid union holiday. If this holiday falls on your day off, you will be paid. If you work on this holiday, ing the week, or an extra day's pay. If you work on this holiday, you will be entitled to your holiday pay, plus time and one-half.

As previously reported relative to our new agreement, certain minimum conditions were approved by a 98 per cent vote of those members in attendance at the San Francisco September 16 meeting that had an approximate 95 per cent membership attendance. At the same meeting the membership approved the Union's "No Contract No Work" policy of previous years. In keeping with this policy, a Special

Meeting will be held in both San Francisco and San Jose on Monday, October 18, for those members whose Employers have not signed the new Union Agreement.

AFSCME 1695

BY ERNIE HABERKERN

The following article excerpted from the UC Employee Press is an excellent example of two evils plaguing the University as a result of the administration's bad management. The first evil is the refusal of the administration to act swiftly and firmly against discriminatory practices and the arrogance with which UC administrator's treat employees . . .

Personnel Director John Wagner has denied a Union representative access to the names of newly appointed Affirmative Action Co-ordinators. Wagner said, "I don't want them (the co-ordinators) being bothered by you people."

Under pressure from the Department of Health, Education & Welfare, already investigating the University for discrimination against women, Chancellor Heyns appointed co-ordinators in each college and administrative unit this June to deal with the problem of discrimination against minorities and women in University hiring and promotion.

The request for the co-ordinators' names came after AFSCME stewards' inquiries to College Deans proved fruitless. Most of the Deans contacted expressed ignorance of the existence of the program itself and knew nothing of the appointment of Affirmative Action Co-ordinators.

The University is notorious for its discriminatory hiring practices and its unwillingness to use more strenuous means than friendly persuasion to change the situation. Statistics released by the Chancellor in June of this year show the following percentages of minorities in the general job categories mentioned:

Office and Clerical—Black 4.3 per cent; Spanish surname 4.3 per cent; American Indian .1 per cent.

Professional—Black 2 per cent; Spanish surname 3 per cent; American Indian, none.

Officials and Managers—Black, Oriental, American Indian and Spanish surname combined 3.6 per cent.

Recent estimates have placed the Black and Brown population at 50 per cent in the Bay Area.

In sections where the names of Affirmative Action Co-ordinators have been made public, Unionists have moved to force the programs out of the hands of administrators and into the control of employees.

In the Library two committees have been formed charged with the responsibility of writing affirmative action programs, one for women and one for minorities. Seven of nine women's committee members are union members. Four of the nine on the minority committee are union members including chairman Ellis Sheppard. Administrators are excluded from both committees. Both committees meet on Library time and have access to Personnel Files.

In Nutritional Sciences the already existing Minority Action Committee for students led by shop steward Del Brown threatened resignation if the projected program for Affirmative Action among employees was not made effective.

In light of these activities, Personnel Director Wagner's refusal to release the names of campus co-ordinators becomes even more clearly an attempt to stifle employee action.

—Bill Gottlieb

Millmen delegates

The Alameda County Central Labor Council last week seated Arsie Bigby, Edward F. Coelho and Tom P. White, of Millmen's Local 550, as new delegates.

Study report details welfare management failure, 'a state of crisis'

Highly critical of welfare management, a 355-page report of the Alameda County Welfare Task Force Study Committee is before the county supervisors for action.

It covers all bases of welfare operation in 10 sections on administration of eligibility and income maintenance, medical eligibility, overpayments and case-load validations, social services, training, fraud control, securing support from absent parents, the planning process, the organization plan and the work incentive program/employment rehabilitation service.

Following are some excerpts from the report:

"After six months of study we believe it is fair to say that this department has operated in a state of crisis for the last year and a half.

"Furthermore, we believe that it will continue to do so unless it is staffed by a much stronger internal research and advance planning capability which can exert much greater influence on management decisions . . .

"This pilot proposal was accepted by management and started in late August or September of 1970. It was the first piece of controlled study made on the separation (division of intake and ongoing service operations) issue.

"Except for the two divisions involved it is not really clear whether management advised the other division chiefs about the project or not.

"We say this because by the time the research project was underway the problems were so severe in some of the divisions that the chiefs were beginning

to take matters into their own hands . . .

"The staff thought this was a rather classic case study of where good research simply came too late . . ."

—Section on the planning process.

"Regardless of circumstances that may interfere with it, the administrative process of any welfare department centers on definite criteria such as the status of keeping renewals current, the promptness of action on applications, the status of overpayments, the number of administrative errors, the ratio of applications to denials and the frequency of client contact.

"This large section of the report is largely a discussion of how we believe the department can improve its accomplishment in these important areas.

"This review of the eligibility process was written from the point of view that these are the critical and identifiable parts of the managerial responsibility.

"Such things as incidence of fraud, ineligible cases and overpayments, etc., which attract so much attention are only the tag end expressions of how well these other internal sub-functions of the eligibility processes are controlled.

"We also present this section believing that even without sweeping reforms in welfare at the state or federal level much can be done in local departments to check growth, improve efficiency and add a measure of administrative control that is not present now . . .

"We simply accepted the fact that the present system is archaic, is based on unattainable

goals and administratively speaking there is almost a nightmarish quality about it.

"How long the welfare system continues in its present form will prove to be a great test of both our political and economic institutions . . ."

"Regardless of how difficult it is to deal with, this report is written from the premise that change and its accompanying upheavals cannot absolve management of poor performance providing it has the proper resources at its disposal.

"The central theme of this study which runs throughout the entire report is that unless this department develops a far better planning component, a different organization structure, sets clearer goals and enforces more explicit performance standards in both its social service and income maintenance programs, change of any kind cannot be accommodated efficiently and will always do great and unnecessary violence to the organization.

"We believe we can also demonstrate that these internal weaknesses have enormous fiscal consequences . . ."

—Section on eligibility and income maintenance.

"It seems to us a rather serious reflection on the management of the Alameda County Welfare Department that a function of such significance in the department (duties of the community resources coordinator) should operate virtually unevaluated for such a period of time and, in fact, back to a former departmental director . . .

" . . . If the department does not act affirmatively on the

basis of its own analysis and on the basis of the above proposals (Task Force recommendations), it is recommended that the position, as now constituted, be abolished."

—Section on social services.

"Aside from the large, important questions of major social and economic policy, all issues in the field of welfare eventually reduce to a question of management . . .

"The critical concerns for welfare management are not such things as the constant changes in regulations nor the complicated problems of the federal/state/county relationship nor the lack of public consensus on welfare goals.

"These are simply the environment of welfare. It is a tough environment but it should not be offered as a reason for failure of management. It is an environment, after all, that has in part been created by management failure throughout the system in the first place.

"Management is a specialized function, no less than social work. The welfare executive must rely upon training, tested judgment and specialized sensitivities that are just as unique as those qualities in the child welfare worker with the master's degree in social work.

"It is hardly more appropriate to operate large income maintenance systems with veterans of the social service system than it would be to staff welfare adoptions units with graduates of the Harvard School of Business or M.I.T."

"Most income maintenance revisions are made at either the federal or state level . . . The

determination of grant levels in particular is constantly subject to modification by court action or new regulation.

"The departmental reaction to these problems has been to withdraw personnel from line operations to accomplish studies for implementation of changes. This diverts attention of key line personnel from the operational sector for the purpose of doing implementation studies which in many instances are incomplete or late in accomplishment.

"Operations are thus slighted in the interests of doing incomplete, vulnerable staff work . . ."

—Section on the organization plan.

"Considering the special training problems presented by separation of AFDC (Aid to Families with Dependent Children) in January, 1970, the Task Force makes a very critical assessment about the use of the department's training division.

"The training program for the eligibility workers is poorly suited to its task of training the 600 people who now completely control the fiscal side of welfare . . .

"The summary conclusion of the Task Force is that the training component of the department must be strengthened significantly with primary emphasis on the eligibility side of the organization . . .

"The training division is not attached to the organizational structure in a manner that allows it to receive direction for either its social services or its eligibility training programs. The training plans have been inadequate in terms of their content, concept, duration and delivery . . ."

—Section on training.

Dental Technicians 99

BY LEO TURNER

A meeting of the trustees of the Welfare Plan was held Thursday of last week at which time a number of improvements in our insurance coverage were worked out. This was made possible by the merging of the dental plan funds with those of the Welfare Plan. We worked out increases in the life insurance, disability benefits and the hospital-medical coverage for those who are covered by Hartford Insurance. The improvements in the Hartford coverage were long overdue since it eliminates a good part of the discrimination in coverage that existed between those covered by Kaiser and those with Hartford. Since some of our members live in areas that are not covered by the Kaiser set-up, this was particularly discriminatory to them. I will be sending a letter to all technician members this week outlining these changes in detail.

I forgot to report last week that Dr. Campbell has finally agreed to pay the technicians' cost of living increase which is due from July 1st. You should be receiving it in your current checks. While most of the other employers have already paid this, Dr. Campbell has held this up because the wage freeze went into effect before we got the cost of living index which made the raise possible. The Union argued that there was no basis for holding this up since it was a period prior to the wage freeze. Dr. Campbell's representatives finally agreed.

If some of you find it difficult to reach me between Friday of this week and Friday of next week, it is because I will be taking one week of a long over-due vacation. However, I will be in touch with the telephone answering service once a day so I will return any really urgent calls. I will return to the office on Friday, October 15, since we will be resuming our negotiations on the dental assistants' contract that evening.

Barbers 134

JACK M. REED

Brothers, International President Joseph N. DePaola has resigned due to ill health and will plead guilty to one count of the 36 federal counts of receiving kickbacks on pension loans. Richard Plumb has been named President pro tem by the International Executive Board with one dissenting vote by board member Del Aleman. There will be a referendum vote for the Presidency at a later date.

The Pension Plan referendum vote will be held in January.

I have finally received word that the general admission for the International Spectacular that will be held at the Hilton Hotel in San Francisco on Sunday, October 31 and Monday, November 1, 1971 will be \$3 for one day and \$5 for both days. There will be seminars on styling and other subjects limited to 35 barbers per seminar at a fee of \$10. These are filling up rapidly and any member interested in attending these seminars must act quickly.

Any member wishing to compete in the U.S.A. Championship men's Free Style Competition must have been a member in good standing for a period of 60 days prior to the actual date of the competition. The fee is \$35. Here again space is limited and if you wish to enter, an official application accompanied by a \$35 check must be mailed in to the contest committee. I have a few official entry blanks.

About 80 long hair models are needed and \$25 will be paid to any model who is accepted. If any Brother knows of anyone who would be interested, please have them call the office for details.

Fred Guarneri who owned Estell's Barber Shop on College Avenue, Berkeley and Jauquin Rebello of Fremont passed away last week. Sympathy is extended to their families.

AFSCME 371 'Info'

BY JOHNNIE MARIE BUTLER

We have a special program for the first fall general membership meeting October 9, 1971, 155 Kroeber Hall at 2 p.m. Brother Lyman, the program chairman, has arranged an outstanding program. No. 1, a color slide show of officers and members involved in the protest march on the capitol in Sacramento on May 15, 1971. The slides were taken by Brothers Lyman and Bennett. DON'T MISS CORKY NETTLETON IN ACTION!!!!!!

This will be most interesting. No. 2, as a special treat, there will be a 30-mm. color sound on motion picture film on hunting and fishing in the HIGH SIERRAS. This is a top quality, professional movie which will make all you outdoorsmen want to head for the high Sierra. The vice president, Charley Davis, will have all the donuts and coffee you can put away.

Also at this meeting will be the selecting of a nominating committee for the election of officers. Now that vacations are all over and the regular membership meetings are starting back, I hope you will find time to attend the meetings more in the future than you have in the past. Paying your dues is fine but we need your presence too. The SUGGESTION BOX is ready at the time office so if you have any suggestions, news or information that you would like in the "INFO," leave it in the box and I will get it. PLEASE COME OUT IN FULL FORCE AND SUPPORT YOUR LOCAL.

Typographical Auxiliary

BY ELIZABETH FEE

The regular business meeting of W.A. No. 26 will be on October 12, 10:30 a.m. at the home of May Marquand, 3301 35th Avenue, Apartment A, Oakland. Lunch will be served.

We extend our sympathy to the Dye family in the death of Bryce Dye.

Steamfitter Notes

STEAMFITTERS' GOLF NOTES
By BILL PHILLIPS

We had a nice turnout at our Sunol Valley Tournament, Cypress Course, and the weather man had a sunny face which helped make the day most comfortable.

In the first flight George Quadros with a 75 was first low net. Pete Pederson and R. Coffin tied with a 64. In the 2nd flight Jim Marvin, with a low gross of 66 was first; Joe Sarubbi and Si Timberman tied with an 88.

Nearest to the hole-in-one was Bill Burchell on the 11th hole with 13 feet.

FIRST FLIGHT	Gross	Net
Pete Pederson	77	64
R. Coffin	82	64
George Quadros	75	65
Walt Ray	82	69
Jim Miller	87	70
Bill Emigh	84	71
George DeNobriga	79	72
Ray Jeter	101	74
Bill Phillips	88	84
SECOND FLIGHT:		
Jim Martin	88	66
Joe Sarubbi	88	67
Doyal Walker	90	69

Don Fullmore	98	70
Bob Dubuque	92	71
Pete Vigna	93	72
Bill Burchell	93	73
Bill Weber Sr.	96	73
Gus Bandiera	103	73
Ken Scoggins	105	76
Don Brown	103	77
Jack Telfer	103	79

GUEST FLIGHT:		
Joe Hew	78	
Sam Thornburg	85	
Don Lawless	88	
Carroll Martin	95	
Ross Luken	99	

A meeting of the Golf Club will be held on Tuesday, October 5 at 7:45 p.m. in the Concord offices.

The next tournament will be held at 9 a.m. at the Concord Municipal Golf Course on Saturday, October 9 with a 10 a.m. tee off time. A \$6.50 green fee will be charged. Doyal Walker, 839 Marin Road, El Sobrante, phone 223-3229 is in charge of arrangements.

Tax exemption bill

Alameda County State Senator Nicholas C. Petris' Senate Bill 569, extending the property owners tax exemption to cooperative housing members passed the Senate by a vote of 27 to 0.

I AM MOVING

Effective _____ I am moving to a new address.

Name _____ Union No. _____

Old Address _____ City _____

New Address _____ City _____

CUT OUT AND MAIL TO:

EAST BAY LABOR JOURNAL
1622 East 12th Street, Oakland, California 94606

OFFICIAL UNION NOTICES

Vote nears on workmen's comp raises

AUTO & SHIP PAINTERS 1176 HAYWARD CARPENTERS 1622

Auto, Marine & Specialty Painters 1176 meets on the first and third Tuesdays of every month in Room H, Labor Temple, 2315 Valdez Street, Oakland, at 8 p.m.

Fraternally,
LESLIE K. MOORE,
Business Representative

IRON WORKERS 378

Our Regular Executive Board meetings are held on the 2nd and 4th Wednesdays of each month, 8 p.m.

Stewards meetings also are held the second and fourth Wednesdays of the month at 8 p.m.

Our regular membership meetings are held on the 2nd and 4th Friday of each month, 8 p.m.

Fraternally,
BOB McDONALD
Business Agent

STEELWORKERS L.U. 7616

Regular membership meetings are held the second Saturday of every month at 9 a.m. at Eagles' Hall, 1228 Thirty-sixth Avenue, Oakland, California.

Fraternally,
ESTELLA STEPHENS,
Recording Secretary

ALAMEDA CARPENTERS 194

Carpenters Local 194 meets the first and third Monday evenings of the month at 8 p.m. in the Veterans Memorial Building, located at 2201 Central Avenue, Alameda.

Refreshments are served following the first meeting of the month in the Canteen for all present. You are urged to attend your Local's meetings.

Fraternally,
WM. "BILL" LEWIS,
Recording Secretary

PRINTING SPECIALTIES 382

Meeting second Friday of the month at 8 p.m. in Jenny Lind Hall, 2267 Telegraph Avenue, Oakland.

Fraternally,
TED E. AHL,
Secretary

SERVICE EMPLOYEES 322

Regular meetings held first Thursday of each month at 8 p.m. in the Labor Temple, 2315 Valdez Street, Oakland, Room H, Third Floor.

Fraternally,
VERN DUARTE,
Financial Secretary

GOVERNMENT EMPLOYEES 3

General membership meeting Hall C, Labor Temple, 2315 Valdez St., Oakland, the fourth Friday of the month, 8 p.m.

Fraternally,
JACK KENNEDY,
Business Representative

BARBERS 516

The next regular meeting will be held on Wednesday, October 27, 1971 at 8 p.m. in Newark Square Barber Shop, 5600 Thornton Avenue, Newark, California.

Fraternally,
AL DOYLE,
Secretary-Treasurer

PRINTING SPECIALTIES 678

Meeting second Thursday of the month at 8 p.m. in Cannery Workers Hall, 492 C Street, Hayward, California.

Fraternally,
WILLIAM PRENDEBLE,
Secretary

STEAMFITTERS 342

Please be advised that our next regular membership meeting scheduled for October 7, 1971 will be held in Hall "M" of the Labor Temple, 2315 Valdez Street, Oakland, convening at 8 p.m.

Kindly arrange your affairs so you may be present.

Fraternally,
JIM MARTIN,
Business Manager

SPECIAL NOTICE
Effective October 1, 1971, the following additional benefits shall be provided:

Prescription drug coverage for dependents of eligible Carpenters on the same basis as presently applicable to the Carpenter.

Retired Carpenters only, not the wife, will be eligible for the same prescription drug benefit on the same basis as the working eligible Carpenter.

Fraternally,
DELBERT BARDWELL,
Financial Secretary

Want to know what's happening? Come to your union meetings!

Regular meetings are held every second and fourth Thursday at 8:00 p.m. at the hall, 1050 Mattox Road, Hayward, California.

Pay your dues at the Financial Secretary's office. It is open at 7:30 a.m. to 5 p.m. on Monday, Tuesday, and Wednesday. On Thursday 8 a.m. to 8 p.m., Friday 7:30 a.m. until 12 noon.

Members who move should inform the local union of their new addresses.

Fraternally,
CHARLES WACK,
Recording Secretary

SERVICE EMPLOYEES 18

General membership meetings of Service Employees Local 18 are held at 10 a.m. the 4th Saturday of each month in Jenny Lind Hall, 2267 Telegraph Avenue, Oakland.

Fraternally,
BEN J. TUSI,
Secretary

SCHOOL EMPLOYEES 257

The regular meeting of the Oakland, California Unified School Employees Union 257 will be held on Saturday, October 9, 1971 at 10:30 a.m. in the Castlemont High School Auditorium, 8601 MacArthur Boulevard, Oakland, California.

The Executive Board will meet at 8 a.m. in Community Room. All Board members please take note. NOTE: There will be nominations for officers at the October 9, 1971 and November 13, 1971 regular meetings.

Come and exercise your right to nominate your choice of officers for 1972-73.

Fraternally,
HAROLD BENNER,
Executive Secretary

CARPENTERS 36

The regular meetings for Carpenters Local Union 36 are held the first and third Thursdays of each month at 8460 Enterprise Way, Oakland, California 94621, at 8 p.m. Refreshments are served by the Ladies Auxiliary immediately following each meeting.

The hours of the Financial Secretary's office are 8 a.m. to 5 p.m. Monday through Thursday. Friday the office closes at 1 p.m. Phone 569-3465.

Fraternally,
ALLEN L. LINDER,
Recording Secretary

BERKELEY CARPENTERS 1158

NOTICE
When sending in your dues by mail, please send to Wm. Mahaffey, 2315 Valdez Street, Room 220-A, Oakland, California 94612.

Regular meetings are held on the first and third Thursdays of each month at Finnish Brotherhood Hall, 1970 Chestnut Street, Berkeley, California.

Fraternally,
NICK J. AFDAMO,
Recording Secretary

CARPET & LINOLEUM 1290

The next meeting of Carpet, Linoleum and Soft Tile Workers Local 1290 will be held on Thursday, October 28, Hall "C" at 8 p.m., 2315 Valdez Street, Oakland. Please attend.

National Conference deaths are now due and payable through NC 399.

Fraternally,
BOB SEIDEL,
Recording Secretary

Major improvements in workmen's compensation benefits won State Senate Finance Committee approval Monday and the California Labor Federation said they may come up for Senate action at any time.

The committee approved Assembly Bill 486 by Assemblymen Willie L. Brown Jr., of San Francisco, and Jack R. Fenton, of Los Angeles, both Democrats. The measure passed the Assembly in June, 57-15.

Labor Federation Secretary John F. Henning urged all AFL-CIO unions to contact their State Senators and urge a yes vote on the bill.

Prior to moving the bill to the floor, the Finance Committee amended it to provide that the improved benefits go into effect only if the insurance carriers are permitted to increase their premiums under the Nixon economic control policies.

The Finance Committee also amended the bill to redistribute the schedule for permanent disability payments to give larger increases in benefits to those with more severe disabilities without decreasing any existing benefit levels.

U.C. EMPLOYEES 371

Our next regular meeting will be held on October 9, 1971, in Room 155 Kroeber Hall. The Executive Board will meet at 12:30 p.m. and the regular meeting will be at 2 p.m. There will be two movies shown at this time. Coffee and donuts will be served, too.

Negotiations will be starting and the nominations for the officers for the coming year will also take place.

Fraternally,
J. J. SANTORO,
Secretary-Treasurer

BARBERS 134

Our next regular meeting will be held at 8 p.m., Thursday, October 28, 1971, at the Labor Temple, 2315 Valdez Street, Oakland, California. BARBERS 134—Insert—

Please note this is the correct date, not the date as reported last week.

The Pension is still FROZEN by Federal Court Order and either our International leaders or the appointed receiver is bungling (Snafu) the proposed referendum vote. Please do not call me in reference to the Pension. We will probably be informed together what and when anything happens.

Fraternally,
JACK M. REED,
Secretary-Treasurer

MILLMEN'S UNION 550

The next regular membership meeting of Millmen's Union Local 550 will be held on Friday, October 15, at 8 p.m., in room 227 of the Labor Temple, 2315 Valdez Street, Oakland.

The delegates to the Bay District Council of Carpenters meet on the 1st and 3rd Wednesdays of each month at 8 p.m., 240 Golden Gate Avenue, San Francisco, California.

Members with complaints regarding Mill Cabinet Trust Health & Welfare contact the local union. Members interested in attending a blue print reading and layout class notify the local union by mail.

Fraternally,
ODUS HOWARD,
Financial Secretary

AFSCME-EBMUD 444

The next Executive Board meeting is scheduled for October 7, starting promptly at 7:30 p.m.

The next Membership meeting is scheduled for October 14 starting promptly at 7:30 p.m.

Fraternally,
CHARLES E. TEIXEIRA,
Secretary-Treasurer

SHEET METAL WORKERS 216

The regular meetings are every 3rd Wednesday of the month at 8 p.m. in the Labor Temple.

Fraternally,
FRYD HARMON,
Business Manager

AB 486 would:

• Increase temporary maximum disability benefits from \$87.50 to \$105 per week.

• Boost the maximum weekly permanent disability benefit from \$52.50 to \$70.

• Shorten the retroactive waiting period for payments from 49 to 28 days.

• And raise death benefits to totally dependent widows by \$5,000—from \$20,000 to \$25,000 for a widow alone and from \$23,000 to \$28,000 for a widow with one or more dependents.

Benefits for permanent disabilities have not been increased since 1959 and benefits for death and temporary disabilities have not been increased since 1963.

In the course of pushing for improvements in this program,

Henning has repeatedly pointed out that some 214,000 California workers suffered disabling on-the-job injuries or illnesses last year, including 750 who died or were killed, and emphasized that the cost of living has increased more than 30 per cent since 1959 and about 16 per cent just since 1968.

"God knows it's difficult enough for workers and their families when the breadwinner suffers a disabling injury or illness. Surely we can at least expect the state's elected legislators and administrators to approve legislation to prevent workmen's compensation benefits from further erosion by the inflationary pressures that have been abroad in the land in recent years," Henning said.

Labor fought U.S. pay delay

Organized labor told the House of Representatives that President Nixon's plan to delay federal pay raises should be rejected in appeals prior to this week's 33-vote House decision for the pay delay.

A similar measure, now in the Senate, offered the only hope of overturning the Nixon postponement from January 1 to July 1 of raises for workers already paid less than their private industry counterparts.

The California Labor Federation called the delay "unconscionable" in wires to all 38 California Congressmen.

Earlier, AFL-CIO President George Meany told the House Post Office & Civil Service Committee that the proposed pay delay is "outrageous" and Congress should flatly reject it.

The committee later reported out the resolution of disapproval by a 14-12 vote, with only one Republican joining 13 Democrats in supporting the federal workers.

Labor Federation Secretary John F. Henning wired the state's Congressmen:

"The California Labor Federation, representing 1,600,000 AFL-CIO members, urges you to vote to support the House Post Office & Civil Service Committee in rejecting President Nixon's proposal to deny earned and overdue pay adjustments for federal workers.

"It would be unconscionable to withhold fully justified salary increments for government employees to provide further unwarranted subsidy to solvent, profitable private corporate business interests."

Meany had charged that Nixon's move to hold up the pay raise "unfairly singles out for special penalty" a group of workers whose salaries are admittedly behind the private sector of the economy.

"Compounding the unfairness of the President's position," Meany said, "is the fact that he would use the \$1,300,000,000 the

Treasury would save as a part payment on the tax bonanza he would give to big business."

Meany also protested the Administration's reported plans to postpone as well the salary adjustment scheduled for October, 1972 and to use outdated wage data for the July comparability raise instead of taking a new Bureau of Labor Statistics salary survey.

AFL-CIO economist Rudolph Oswald noted on the Labor News Conference radio program that federal employees were subject to Nixon's wage freeze.

The raises which Nixon wants to delay, he said, were voted a year ago to move federal pay toward parity with private industry.

Senior tax rebate deadline near

Senior citizens have until October 15 to file their claims for property tax exemptions.

For the senior tax rebate, taxpayers must be at least 65 as of last January 1, must have a family income of no more than \$3,350 a year and must have owned and occupied their homes and paid property tax on them.

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'I love business' is the Nixon economic theme

The "Cost of Living Council," which cannot boast that it has reduced anyone's living costs, has passed on to President Nixon its ideas on economic controls after the "freeze."

The latter indicates that the nation will learn his after-freeze plans in about a week. No doubt, we'll get this on prime television time, with many of the President's inspirational platitudes and earnest looks.

Whatever the program contains, we already know that labor will be disappointed on one major point. A Presidential spokesman has let it be known that Mr. Nixon thinks an excess profits tax is a very poor idea.

Last week the President made it plainer that he is fond of profits while less than fond of decent wages.

He told a nationally broadcast program that it would be unfair to successful companies for the government to limit profits in any way.

Nor does he think it's practical to limit interest rates because "you can't make the banker loan the money."

But, he indicated you can limit wages even when the "freeze" involves inequities to people with much less money than bankers or executives of those successful firms the President favors.

He holds this opinion despite the fact that excess profits taxes were inflation-fighters in every previous national system of controlling the economy.

As the country has been permitted to know them so far, Nixon's plans will create excess profits.

His wage "freeze" already has done so by allowing employers to hold on to millions in raises they owe workers.

And if Congress accepts his tax gift plans, more profits will be created.

These will be profits which management would be free to invest in job-destroying foreign production, to retain as earnings or distribute to rich people in dividends.

The President says he expects management to use his gifts to make more jobs. Whatever plant investment management makes to qualify for his big tax break will almost certainly be in processes which produce more goods with fewer workers—rather than producing more jobs.

So under the President's "I-love-business" policy, the process he has begun of siphoning money away from workers and government to employers would only be intensified without improving employment.

The process should be reversed. Money should flow from business to government to invest in the many job-producing activities—anti-pollution, public health and sanitation, education, new and decent housing, highways—which are our national needs.

An excess profits tax, of course, is a practical way to meet these needs, while truly controlling inflation.

A ruling for equal justice

A Michigan federal judge ruled last week that migrant workers have the same rights as anyone else even if they do have to live on other people's property.

This is a delayed extension of justice to people whose economic situation has long lent itself to oppression—which, of course, continues to depress their economic situation.

The judge found that a landowner violated Constitutional freedoms of speech, assembly and religion by denying migrant farm workers the right to receive visitors in his labor camp.

These First Amendment rights, he found, were violated by use of state trespassing law to forbid non-residents of the camp to visit it.

Under the ruling, state law cannot be used to forbid union representatives to visit the highly exploited farm workers. Nor can lawyers, social workers, newspaper people or others be denied the right.

As the judge declared, access to migrant camps is vital in helping migrants out of their poverty.

'Bye, Now!'



1st time in 10 years -- more were poor in 1970

For the first time in 10 years the number of American poor families rose instead of dropping last year. The total was 5,200,000 families, up by 264,000 to 10 per cent of the total, the Labor Department disclosed.

And for the first time on record there was a significant increase in the number of poor persons.

In the '60s, there was an average decline of 4.9 per cent in the poverty population, but in 1970, the number of poor persons increased by 1,200,000, or 5.1 per cent to a total of 25,500,000 individuals.

Poverty households included 10,500,000 children, representing 15 per cent of the total population under the age of 18.

"The incidence of poverty is extremely high among families headed by a woman (4.5 times the rate for families with a male head) and Negro families (3.5 times the rate for whites)," the report said. It was based on Census Bureau data.

"It was also high among large families and those headed by a person who is either under 25 or 65 years and over, by a school dropout, by a service worker, farmer or laborer or by an unemployed worker or a nonworker."

"Currently classified as poor are those nonfarm households where total money income is less than \$1,954 for a single person, and less than \$2,525 for a couple, and \$3,968 for a family of four."

The AFL-CIO Department of Research noted that the poverty level for a family of four has been pushed upwards considerably by sharp consumer price increases.

A 4.4 per cent increase in the Consumer Price Increase in the 12 months ended July 1971 raised a family of four's poverty level to \$4,143 annual income.

The wage earner needs an additional \$365 for Social Security and federal income taxes, bringing the level to \$4,508.

In terms of hourly earnings, \$4,508 would translate to \$2.25 an hour, for 59 weeks at 40 hours a week. If 52 weeks were worked, the hourly wage needed would be \$2.17.

The current minimum wage of \$1.60 an hour provides a salary

of \$3,322 a year. The minimum for farm workers at \$1.30 an hour provides an annual salary of \$2,704.

The report showed that 15 per cent of the nation's young people under 18 are living in impoverished families. Census Bureau statistics last May showed that 1,100,000 families headed by persons 65 or older are living in poverty.

And more than 47 per cent of all single people 65 or older — 2,700,000 — had incomes below their respective poverty level.

Despite the 1970 increase, the number of poverty families was 3,100,000 less than in 1959, the first year for which poverty data was recorded.

The number of poverty families headed by a woman in 1970 totaled 1,900,000, the same as in 1959, whereas the 3,300,000 poor families headed by a man in 1970 represented about half the 1959 figure.

"Although families headed by a woman constituted only 11 per cent of all families in 1970, they accounted for 37 per cent of all poor families," the report said.

Poor families included 3,700,000 white, 1,400,000 black and 68,000 of other minority races. The percentages of all families poor—

for each of these three groups—were 8 per cent white, 29 per cent black and 14 per cent for other minority group families.

There were significant differences in the age compositions of the white and Negro poor.

In 1970, children under 18 accounted for about 36 per cent of white persons living below the poverty level, as compared to 54 per cent of all Negroes who were poor.

In contrast, elderly family heads and single persons accounted for 19 per cent of all poor white persons and only 7 per cent of the Negro poor.

Of the 5,300,000 poverty families in 1970, only 2,300,000 did not have a family member who worked during the year.

It would have taken approximately \$11,400,000 to raise the income of all poor families and single persons above the poverty line.

In terms of 1970 dollars, this figure represents about a 7 per cent increase in the income deficit of poor families over the previous year.

The median income deficit for poor families was about \$1,100 in 1970. For white families, the deficit was closer to \$1,000, compared to \$1,300 for Negro families.

Scab Her-Ex keeps on sliding downhill

Even a shot in the arm from J. C. Penney's couldn't save the scab Hearst Los Angeles Examiner from a further economic slide during back-to-school advertising week—when newspapers traditionally do a big business.

The Herald Examiner Joint Strike Lockout Council added things up and discovered that the scab paper was 14 pages and 6,468 lines of advertising less than the same week last year.

This despite a special eight-page section from Penney's which the Strike - Lockout Council calls "the Her-Ex's

oxygen tent."

Here's the week's tally:

Sunday—58 pages, same as 1970, but 6,468 fewer lines of advertising.

Monday—Six pages from last year's 42 and 24,406 lines lost.

Tuesday—Penney's Pension Day, a total of 43 pages, up six pages and 13,370 lines.

Wednesday—The Her-Ex dropped eight pages from last year's 60 and 16,114 lines.

Thursday—44 pages, a drop of two pages and 4,312 lines.

Friday—Same as last year, 44 pages and up 2,324 lines advertising.



UNITED BAY AREA Crusade service to working people included help to baby Brenda Benson, daughter of Russell H. Benson, a member of Machinists Lodge 1058. Child needed a hip cast and daily professional care furnished by the Visiting Nurses Association, a Crusade agency. Nurses aide Martha Threadford feeds the baby while public health nurse Mary Alyce Thrasher, center, and child's mother, Diane Benson, look on. Alameda County Central Labor Council has endorsed the 1971 United Crusade drive.

Portable pension plan for Carpenters is launched

Continued from page 1

one participating employer to another anywhere in the nation.

- Special benefits for industrial workers tied directly to individual contributions, and earlier vesting of benefits than is available under most other plans.

- Cost savings in administration of a broad-scale plan.

- Greater investment opportunities because of the national scope of the plan.

At the conference establishing the national pension fund, the union named Vice President William Sidell as its trustee and management designated David Stirling Jr. board chairman of the Stirling Homex Corporation.

Stirling is a pioneer in union-made modular housing. His firm has produced more than 15,000 housing modules to date. He said:

"Its international scope, its provisions for early vesting and portability, and other special features will enable every employer to attract the best workers available and to provide greater security for present employees. This will facilitate expansion of construction and manufactured housing and enable us better to meet the housing needs of this country."

"Industrial housing offers the potential of new jobs at all skill levels as well as increased building capacity."

from the EDITOR'S CHAIR

Geese rarely appear on prime television time

Continued from page 1

normal season of football, controversy, and TV politics.

And more wild geese.

They have not disclosed the source of their wisdom which impels them to pick up early from their summer marshes in Canada and head south when winter is going to be ahead of schedule.

They obviously have good leadership, which I'm told may often be exercised by a wise old goose rather than a wise or otherwise old gander.

Their leadership objective—admittedly simple—is to get away from winter, avoiding hunters' guns and locating stopping places which provide food for the journey.

At this point, you may have come to the conclusion that this will be a bird-watching type column with none of the political content which I customarily deliver with broadaxe subtlety.

★ ★ ★

YOU ARE quite right.

I would not, for instance, compare the leadership of Mrs. Wild Goose with that of a President who in August abruptly switched his whole economic outlook in midstream from completely leav-

ing the economy alone to strictly controlling the wage parts of it.

Nor should anyone note that the follower geese do not have to watch Leader Goose standing up in a car with her wings wide in the air declaring she wishes to emphasize something.

I shall make no comparison, because I believe the people are too smart to be diverted from their problems by outflung arms.

★ ★ ★

THIS COULD be wishful thinking because we put our leader in the White House once and he is now showing new signs that he believes we are troops he can snow.

He says we must work harder, produce more—a work ethic.

He makes this statement between trips to Florida and San Clemente.

And while some 27 per cent of our factories aren't operating and 5,000,000-plus working people aren't working because they can't find work.

It is very hard to have a work ethic without work.

As I said, I shall not compare a goose with a President.

However, it is much easier to appreciate the efforts which Mrs. Goose is making for her geese.

Post-'freeze' issues due for AFL-CIO convention study

The AFL-CIO will meet in Bal Harbour, Florida, in its ninth constitutional convention starting November 18—five days after the scheduled end of the Nixon wage "freeze"—and presumably as other economic measures will be on Washington's agenda.

As the convention call was issued, AFL-CIO President George Meany and Secretary-Treasurer Lane Kirkland noted, "no one knows what further steps the President will decree."

But they stressed that the implications of the President's economic policies "will require the careful deliberation and thoughtful action" of the delegates.

There will be delegates from 116 international and national unions, two organizing committees, six trade departments, 51 state central bodies (including Puerto Rico) and 739 local central bodies representing 13,600,000 union members.

Meany and Kirkland noted that the AFL-CIO's last biennial convention in October 1969 warned of a growing danger of recession.

"We find no comfort in the fact that the warning proved tragically correct, for too few listened," they added.

"The White House ignored it. And each month, as unemployment grew and inflation continued, administration prophets proclaimed prosperity was at hand and did nothing to achieve either full employment—the absolute foundation of prosperity—or to halt the rising cost of living."

"Suddenly and with no advance warning, the President acted on August 15."

"He imposed an inequitable and unworkable freeze on all wages and most prices for 90 days. It is a program that hurts workers the most."

"As this is being written, no one can forecast what is going to happen. However, one thing is certain: The President's present program does not meet the test of equity and the trade union movement must—and will—continue to press for fair play."

Job saving trade bill drawn

Continued from page 1

royalties received by American firms for the use of patents outside the United States. This would discourage the export of technology.

- A three-member independent commission would be set up to regulate U.S. foreign trade. The new agency would replace the Tariff Commission, take over functions of the Treasury, Commerce and Labor Departments, and have much more power to regulate imports than these agencies have under existing law.

- The commission could set quotas for all goods coming into the United States, except for products already covered by quota legislation or voluntary agreements and items not produced in the United States.

The quota would be keyed to the percentage of the U.S. market held by imports during the 1965-69 base period. Thus when U.S. production expands, imports could also rise to maintain the same ratio. But they would not be allowed to flood the market

and wipe out U.S. industries and jobs.

- The 1921 Antidumping Act would be updated to speed remedial action when a foreign nation unloads goods in the United States at less than fair value in order to capture a market. Present procedures take as long as two years.

- The President would be empowered to ban or regulate the flow of capital overseas if he determines that employment in the United States would be decreased by the transaction. He also could, for the same reason, prohibit any holder of a U.S. patent from producing the patented product abroad or licensing a foreign firm to produce it.

- Repeal of two sections of the tariff code would remove part of the incentive for U.S. manufacturers to ship components across the border to Mexico and other low-wage nations for assembly and other "labor-intensive" work. Under existing law, the manufacturers pay only a token "value-added" tariff when the goods are returned to the United States for sale at U.S. prices under American brand names.

- Goods sold in the United States containing foreign-made components would have to be so labeled, and advertising would be required to list the countries from which the components came.

Nader to speak at consumer meet

Consumer crusader Ralph Nader will appear at 7:30 p.m. tomorrow, Saturday, at the San Francisco Veterans Memorial at civic center as the featured speaker of a three-day consumer assembly starting today.

The event will be a joint meeting of the Association of California Consumers and Consumers Union. Most sessions except the Nader speech will take place at the Del Webb Towne House, Eighth & Market Streets, San Francisco.

Nader will discuss "Corporate Reform for Consumer Protection."

Welfare panel bans 'priorities'

Continued from page 1

"After six months of study we believe it is fair to say that this department has operated in a state of crisis for the last year and a half."

And the report's authors underline this paragraph in the section on eligibility and income maintenance:

"The central theme of this study which runs throughout the entire report is that unless this department develops a far better

planning component, a different organization structure, sets clearer goals and enforces more explicit performance standards in both its social service and income maintenance programs, change of any kind cannot be accommodated efficiently and will always do great and unnecessary violence to the organization.

"We believe we can also demonstrate that these internal weaknesses have enormous fiscal consequences."

Nixon moves for longshore strike ban; union says no

President Nixon moved this week to send striking West Coast longshoremen back to work via the Taft-Hartley Act route as East and Gulf Coast dockers, also unable to gain a new agreement, walked out.

Harry Bridges, president of the unaffiliated International Longshoremen & Warehousemen's Union on strike in the west, said in advance that the only way the strike would end would be by vote of the members.

East Coast longshoremen, members of the AFL-CIO International Longshoremen's Association, walked out last Friday, calling the dispute a lockout since there was no new agreement to replace the old one as it expired.

The ILA had offered to continue the old contract but shippers hung strings on their acceptance of the offer, making it contingent on changes in a guaranteed weekly wage provision.

The ILWU struck July 1. Last week it presented a revised package proposal covering wages, container work, pensions and a work guarantee.

Nixon began Taft-Hartley action Monday, looking toward an 80-day "cooling off" period on the West Coast and court action for a T-H strikehalting injunction was imminent. The White House indicated Nixon might use T-H against the ILA strikers too.

Childers elected state federation vice president

Continued from page 1

Executive Secretary - Treasurer Richard K. Groulx is also a Federation vice president.

In other actions at last week's meeting in Sacramento the executive council:

- Placed Sea World, an exhibition and amusement park near San Diego, on the State AFL-CIO's "We Don't Patronize List."
- Donated \$500 to the United Furniture Workers of America to assist in their strike against the La-Z-Boy Chair Company.

The La-Z-Boy Chair Company has been placed on the National AFL-CIO's "We Don't Patronize" list by the Union Label and Service Trades Department.

The UFWA struck the firm's plants in Monroe, Michigan and Florence, South Carolina in August after five months of fruitless efforts for contracts.

COPE endorses in Los Angeles Assembly race

California COPE has endorsed Ralph Ochoa, a Mexican-American executive of the Urban Coalition for election to the Forty-eighth Assembly District seat at a special Los Angeles election October 19.

Ochoa, a Democrat, faces six other Democrats, one Republican and one Peace & Freedom Party candidates in the election to succeed former Assemblyman David Roberti, who has been elected to the State Senate.

State COPE endorsement followed that of Los Angeles County COPE.

Ochoa took 37 per cent of the vote as runner-up to Roberti in the Democratic primary last year.

Teamster aide succumbs

Joseph Morrill, administrative assistant in Joint Council of Teamsters 38, died in Sacramento. He was 58. He began his union career as an organizer in Seattle.